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1951 **File No.** RTR 1551

ARCHIVES

P.W. **DEPARTMENT**

F **BRANCH**

Subject:— Retrenchment

Peons attached to the offices of non-gazetted Ex-officers

NLK

File No. RTR 1551 F

Ftd. Scott. Slip. 21 A

Std. Sectt. 78 a.

G.R., G. D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. RTR 1537

P. (W) DEPT.

F BRANCH.

References :—

Copies from original file AT[M] 1957 are supplied to this region

Date.	To whom sent.	Notes and instructions.

RTR 1551
340101

"F" Br. P. W. Deptt.

In comparision with the salaries paid to peons in all other States in this country, peons in this State are better paid. To curtail expenditure, The F.D. recommends that the present practice of sanctioning peons to the non-gazetted officer may be discontinued and a spl. allce. of Rs. 20 to 30 may be sanctioned in lieu thereof.

2. So far as this Deptt. is concerned, Overseers in charge of sections are the only class III Govt. servants who are entitled to peons. Sectional peons, or Khalasis as they are generally called, are not utilized for attending to personal work of the overseers . They perform Govt. duties as detailed on the draft on pp. post. Their services are indispensible. The F.D. may, if approved, be informed as per draft put up.

Id/- 26-1-51.

Dy.Secy. Id/- 26-4-51.

Ch.Engr. Id/- 29-4-51.

Secy. Id/- 30-4-51.

Finance Department (R-1).

These papers deal with the question of reducing expenditure on peons sanctioned for personal attendance on non-gazetted executive officers such as Circle Officers, Circle Inspectors in the Revenue Department, Sanitary Inspectors and Vaccinators in the Public Health Department etc. The question was considered at a meeting of the Ratrenchment Committee and the relevant extract of the proceedings of the meeting is as follows:-

> "The question of existing practice of sanctioning full-time peons for non-gazetted touring Government servants such as Circle Officers and Circle Inspectors in the Revenue Department, Surveyors in the Land Records Department, Vaccinators in Public Health Department etc. was discussed and the possibility of sanctioning lower emoluments in respect of these class IV servants was considered. The O.S.D(R) was asked to ascertain the practice in the other States and to examine whether it would be feasible to adop some other alternative such as sanctioning of fixed allowance for these non-gazetted officers, say of about Rs.30 to Rs.40 per mensem for making arrangements for performance of duties of class IV servants; in the case of Survey Departments of engaing mazdoors paid from contingencies at market rates was also to be examined".

2. Accordingly in this Department letter dated 30th November 1950 information regarding the practice obtaining in other States in the matter of allotment of peons to the non-gazetted executive officers and the scale of pay and allowance sanctioned for such peons by their Govts. was called for. Replies have been received from all State Governments except Pubjab and they have been consolidated in the statement put up at slip 'S'. The sub-joined table shows the scales of pay and allowances sanctioned by other State Governments for their class IV servants :

P.T.O.

Name of the State	Sanctioned scale of pay and allowances of peons.
Madhya Pradesh.	Rs.20-1 (Biennial) 30 plus dearness allowance of Rs.20 at Nagpur and Jabaopur at Rs.18 in other places.
Uttar Pradesh.	Rs.25-½-30 in district headquarters and Rs.20-½-25 elsewhaere plus dearness allowance of Rs.20 plus city compensatory allowance from Re. 1 to Rs.2.
Madras.	Rs.18-½-25 plus dearness allowance (Rs.18 to Rs.19) plus house rent allowance from Rs.3 to 5.
West Bangal.	Rs.20-¼-25 plus dearness allowance of Rs.25/- house rent allowance of Rs.2/- compensatory allowance of Rs.2/- and Ration allowance from Rs.2/8/- to Rs.7 per mensem.
Assam.	Rs.22-½-25 plus dearness allowance (from Rs.10 to Rs.17) plus Rice concession (i.e. Rs.6/8/-) or free rations (i.e. Rs.13/6/-).
Orissa.	Rs.18-½-24 plus dearness allowance of Rs.14/- per mensem.
Bihar.	Rs.22½-½-27½ plus usual cost of living allowance.

The above table will show that no other State paysto its class IV servants as high a remuneration as is paid by this Government. We have prescribed a scale of Rs.30-1/2-35 for class IV servants in the mofussil and Rs.25-1/2-40 for the class IV servants in the city and have also sanctioned a dearness allowance of Rs.35/- per mensem. This disparity between the remuneration paid by this Government and that paid by other State Governmentsis is due to the fact that the scale of pay prescribed for class IV servants by this Government is based on the minimum wage recommended by the Central Pay Commission and accepted by Government of India and also on the recommendation of the Administrative Enquiry Committee, whereas the scale prescribed by other State Governments are not so based and are presumably fixed with due regard to the limitations dictated by the resources of the States concerned. Since, as pointed out in paragraph x 6 of the office note dated 8th August 1950 this Government has already adopted the principle of minimum wage recommended by the Central Pay Commission it does not seem feasible at this stage, to discriminate between peons sanctioned for personal attendance on non-gaxetted officers and those sanctioned for other class IV servants including sweepers, hamals etc. who are given the minimum wage of Rs.30/- plus dearness allowance or to reduce the scale of

pay.....

pay without arousing discontent among class IV servants. It is therefore suggested that the question of general lowering of the pay scale may not be pursued further. Attention in this connection is requested to H.M.,R.D.'s minute dated 3rd January 1951 on the note dealing with the system of providing 6 monthly peons for talatis in Ratnagiri District wherein it has been held that a consolidated pay of Rs.30/- per mensem should be adequate. This has, however, reference to the practicular practice of giving peons for six months where the considerations of minimum wage do not hold good. That case will hvave therefore to be considered separately.

3. As regards the suggestion to sanction some fixed allowance to the non-gazetted officers in question for making their own arrangements for the performance of the duties of class IV servants or to engage mazzdoors paid from contingencies at market rates, from the replies received from other Governments it appears that there is no such practice in any other State. If therefore the suggestion is to be pursued further, the remarks of the Administrative Departments concerned will have to be obtained. The point is for orders.

4. The statement put up at slip 'S' also indicates the practice followed by other States in the matter of allotment of peons for personal attendance on certain non-gazetted officers. The following remarks are offered or the question whether having regard to the practice followed by other Governments, it is feasible to abolish the posts of class IV servancts sanctioned for any of the non-gazetted officers :

Revenue Department :- All Circle Officers and Circle Inspectors under the Reven e Department of this Government have been provided with a peon each. From the information received from other State Governments it will be seen that the practice of providing peons for corresponding officers exists in most of the other States too. (Of the 5 States which have corresponding officers under their Revenue Department only Assam does not give peons to its officers). The existing practice of providing peons to Circle Officers and Circle Inspectiors may, therefore, continue.

Land Records Departments :-Other States except West Bengal have either no separate Land Records Departments or no officers corresponding to the designation current in this State. In west Bengal where

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there is a separate Land Records Land Records Department Surveyors are given 1 Chainman each. In U.P. also there is provision for the allotment of peons to Partition Inspectors in the Revenue Department who seem to correspond to Surveyors. In view of this the existing practice of providing peons to Surveyors and Nimatandars may perhaps continue.

Education Department :- All States except West Bengal provide peons for their non-gazetted officers corresponding to Assistant Deputy Educational Inspectors under this Government. The existing practice may therefore continue.

Public Health Department :- Vaccinators, Sanitary Inspectors and Sanitary Sub-Inspectors in the Public Health Department of this Government have been given a peon each whereas corresponding officers under other State Governments except Madras are not entitled to the services of peons. Even in Madras peons are given to Health Inspectors only but not to Vaccinators. As most of other State do not give peons to their Vaccainators and Sanitary Inspectors, there seems to be prima facie a case for discontinuing the practice of giving peons to these officers. The L.S.G.& P.H.D. may therefore be requested to pursue the question of discontinuance of peons in this case.

Agricultural Department :- In all States except Bihar and Madras officers corresponding to Agricultural Officer are given a messenger each to heop them in their office work. In view of this no departure from the existing practice seems necessary.

Veterinary Department :- The Agricultural Officers of the Veterinary Department of other States except Madras and Bihar are entitled to the services of peons. [In regard to Veterinary Departments of Madras and Bihar it is stated that no peon is given to any non-gazetted officer.[6]] Perhaps here too the existing practice may continue.

Co-operative Department :- In west Bengal, Madras, Assam and Bihar peons are given to non-gazetted officers such as Auditors, Assistant Auditors, Co-operative Inspectors, Supervisors etc. The practice of providing peons for Supervisors and Land Valuation Officers may therefore continue.

Public Works Department :- From the replies received from other State Government it appears that peons are not given to Overseers only in Madhya Pradesh, West Bengal and Assam. The status quo may therefore continue.

5. If it is decided to pursue the question referred to in paragraph 3 above, copies of this note together with such remarks as Under Secretary and Secretary may like to make may be forwarded to the Secretariat Departments concerned (viz. Revenue Department, Education Department, Development Department, Public Works Department, Agriculture and Forests Department and Local Self Government and Public Health Department) for remarks, If on the other hand it is decided to drop the question, these papers may be referred u.o. to the Local Self Government and Public Health Department with a request to offer its remarks on the question of doscontinuing the practice of giving peons to Vaccinators, Sanitary Inspectors and Assistant Sanitary Inspectors.

Id/- S.G.P.
14-2-1951.

U.S.(S). This may be discussed with Shri Mathrani when he comes.

Id/- M.D.R(anganekar).
5-3-1951.

Resubmitted.

2. These papers were put up to Officer on Special Duty (Retrenchment) on his arrival in Bombay, but he could not examine the question presumably because the time at his disposal was very short.

3. Since the office note dated 15th February 1951 was recorded, the Retrenchment Committee has decided that the pay of talati peons in Ratnagiri District should be fixed at Rs.40/- per mensem (consolidated) which will be subject to review every year in the light of the scale of dearness allowance sanctioned for Government servants from time to time. As stated in the concluding portion of paragraph 2 of the office note referred to above, these talatie peons are six montly Government servants and the considerations of minmum wage do not hold good in their case. At the same time having regard to the nature of work, there does not seem to be sufficient justification to discriminate between the peons attending on talatis and those attending on other non-gazetted officers, in the matter of pay.....

pay. As pointed out in paragraph 2 of the office note referred to above the scale of pay sanctioned by this Government to its class IV employees is more liberal than that sanctioned by othe State Governments. It therefore appears that as a measure of economy a uniform consolidated rate of pay of Rs.40/-. per mensem (subject to review whenever the rate of ~~max~~ dearness allowance changes) can be prescribed for all class IV servants attending on the following non-gazetted officers :-

Name of the Department.	Category of noh-gazetted Government Servants.
Revenue Department.	Circle Officers Circle Inspectors
Land Records Department.	Cadestral Surveyors, Pot Hissa Surveyors, Nimtandars
Education Department.	Assistant Deputy Educational Inspectors
Agricultural Department.	Agricultural officers employed extension work in the districts
Department of Animal Husbandry and Veterinary Science.	Agricultural Officers.
Co-operative Department	Supervisors Land Valuation Department.
Public Works Department.	Overseers.

As regards Vaccinators, Sanitary Inspectors and Assistant Sanitary Inspectors in the Public Health Department, the practi of giving them peons may be discontinued.

4. If the above suggestions are accepted, copies of these notes may be forwarded to the Secretariat Departments concerned (viz. Revenue Department, Education Department, Development, Public Works Department, Agriculture and Forests Department and Local Self Government and Public Health Department) with a request to offer their remarks on the suggestions. The Departments may also be requested to examine whether there are any more cases of non-gazetted officers who are provided with peons whose pay can be reduced as suggested above.

Id/- S.G.P.
3-4-1951.

U.S.(S).

Id/- M.D.R(anganekar).
6-4-1951.

It may not now be possible to go back on the minimum wages already decided upon. The alternatives appear to be :

(a) to discontinue the supply of peons to certain categories of non-gazetted officers; and
or b.....

(b) provide some of them, if necessary, a contingency allowance (say of Rs.20 or Rs.30 per mensem) for meeting expenditure on items after a peon is now used.

Departments may first be consulted as proposed.

Id. P.V.R.R(ao).

U.S.(S).

[Below copies of Finance Department notes dated 14th February 1951 and 3rd April 1951 and Secretary, Finance Departm note dated 6th April 1951.]

No. 7983/33-XVII. Finance Department, Bombay Castle, 17th April 1951.

Forwarded to :

The Revenue Department,
The Education Department,
The Public Works Department,
The Development Department,
The Agriculture and Forests Department,
The Local Self Government and Public Health Departmen

2. The Departments are requested to forwarded their remarks on the proposals contained in Secretary, Finance Department's note dated 6th April 1951 very urgently.

By order of the Governor of Bombay,

Sd/-
Under Secretary to the Government of Bombay,
Finance Department.

Letter.

RTR 1551
34101

P. W. D.

B.C.(Bombay No. 1),

1st May 1951.

V.Urgent.

No. RTR 1551 F.

To

The Secy. to the G. of B.,
F.D.

Subject:- Retrenchment.

Refce. :- G.E.,F.D., No.7983/33-XVII, dt. the 17th April 1951.

2. In this Deptt. only. Overseers in charge of sections are entitled to peons. The duties of the sectional peons or Khalasis are as detailed below :-

(i) To attend to the normal and routine duties in the sectional office, viz, to clean the premises, to carry posts, etc.,

(ii) To accompany the overseer while on outdoor duties, to carry daftars, mathematical and scientific instruments etc.,

(iii) To renuit cash as and when required.

The services of Khalasis are absolutely essential as costly instruments and cash cannot be entrusted to a casual mazdoor.

D.A.:Nil.

Id/-
26-4-51.

By order etc.,

A.S. to the G. of B.
P.W.D.